



Worksite Wellness Initiatives

Our Efforts

➤ Capture Senior Level Support

- All programs have the full support of Ross & Yerger management, starting with President & CEO

➤ Create a Wellness Team

- Asked employees to volunteer for wellness committee
- Representatives from all departments are on the committee

Our Efforts

➤ Collect Data to Drive Health Efforts

- Conducted needs & interest survey – 4th quarter 2007
- Conducted on-site Health Risk Assessments – 1st quarter each year
 - On-line questionnaire
 - Blood Pressure
 - BMI
 - Glucose
 - Lipid Panel
- Conduct participant surveys after events and challenges to determine employee satisfaction and results

Our Efforts

➤ Craft an Operating Plan

- Incentive Bonus
 - Complete 4 of 5 components
- Exercise and Preventive Health Screenings are mandatory components
- Tobacco-Free Workplace
 - Cessation benefits available to health plan participants
- 2010 budget is approximately \$170 per employee in addition to our annual incentive

➤ Choose Appropriate Interventions

- Employee Communication Campaigns
- Quarterly Stress Management Seminars
- On-site Flu Shots

Our Efforts

➤ Create a Supportive Environment

- Time given during business hours to exercise
 - ✓ 30 minutes per day, 2 days per week
 - ✓ On-site exercise rooms with cardio equipment in Jackson and Tupelo offices
- Employee Assistance Program
 - ✓ 24 hour telephone assistance
 - ✓ Face-to-face counseling sessions available

➤ Carefully Evaluate Outcomes

- Continue with on-site health risk assessments and surveys to measure success

Our Successes

	2008	2010
➤ High Total Cholesterol (240+ or 200+ w/CHD or Diabetes)	10%	7%
➤ Low LDL Cholesterol (less than 40)	15%	5%
➤ High Blood Pressure (140/90+)	10%	7%
➤ Increased Cancer Risk	54%	41%
➤ Healthy Eating Habits	12%	59%
➤ Regular Exercise Program	46%	73%

Our Successes

- During a recent exercise challenge, 52 participants reported a total of 2,224 hours of exercise during a 10-week period
- Group Health Plan utilization has decreased which resulted in no premium increase for 2010-2011 plan year
- Approximately 60% of our employees completed incentive requirements in 2009

Our Resources

- **Ross & Yerger employees with fitness and nutrition knowledge and experience**
- **In-house web-based resources**
 - Live Well, Work Well – brochures with healthy eating and lifestyle information
 - Wise & Well – provides guidance in establishing a wellness program
- **Blue Cross Blue Shield of Mississippi Healthy Workplace**